



CONNECTICUT POLICE CHIEFS ASSOCIATION

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Testimony to the Joint Committee on Labor and Public Employees, March 5, 2015

Senator Holder-Winfield, Representative Tercyak, and distinguished members of the Joint Committee on Labor and Public Employees. We represent the interests of Connecticut's municipal and university police chiefs and we submit to you this testimony in regards to H.B. 6875.

Proposed H.B. 6875 – An Act Concerning Criminal Records and Employment Applications

The Connecticut Police Chiefs Association **OPPOSES** this proposal as written and respectfully requests that the drafted language be amended to allow for an exception for law enforcement agencies engaged in the hiring process.

The integrity of our police departments is of the utmost importance in ensuring a police agency in which the public can trust. It is important that a police executive seeking out new police officers receive full disclosure from an applicant early in the application process. This allows a department to screen out applicants with an arrest history, when necessary.

This does not mean that every applicant with any arrest history will be immediately disqualified. But, by requiring immediate disclosure, the employer and the employee are able to work through hiring process with full knowledge of the applicant's past.

Additionally, asking an applicant about their criminal history allows for an assessment of the applicant's integrity. If the applicant immediately discloses past encounters with law enforcement and their arrest history, then the Chief is able to see that the applicant is forthcoming and perhaps suitable for employment.

The police application process is long and arduous and it is likely that any criminal arrest will be discovered prior to an applicant being hired. However, by allowing an applicant to keep secret a prior arrest the hiring process will be undermined thus causing for the inefficient and wasteful use of a background investigator's time.

Again, we respectfully request for the proposed language to be amended to require law enforcement applicants to fully disclose, upon application, any past arrest history.